

## Return of Organization Exempt From Income Tax

2008

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code  
(except black lung benefit trust or private foundation)Department of the Treasury  
Internal Revenue Service

► The organization may have to use a copy of this return to satisfy state reporting requirements

Open to Public Inspection

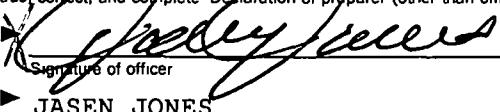
For the 2008 calendar year, or tax year beginning Jul 1 , 2008, and ending Jun 30 , 2009

B Check if applicable	C Name of organization	D Employer identification number
<input type="checkbox"/> Address change	WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.	43-1925015
<input type="checkbox"/> Name change	Number and street (or P O box if mail is not delivered to street addr)	E Telephone number
<input type="checkbox"/> Initial return	105 N Rangeline; PO Box 1706	(417) 206-1717
<input type="checkbox"/> Termination	City, town or country	State ZIP code + 4
<input type="checkbox"/> Amended return	JOPLIN	MO 64801
<input type="checkbox"/> Application pending	F Name and address of principal officer	G Gross receipts \$ 2,841,172.
	JASEN JONES 105 N RANGELINE JOPLIN MO 64801	H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
I Tax-exempt status <input checked="" type="checkbox"/> 501(c) (3) (insert no.) 4947(a)(1) or 527	J Website: ► http://www.workforcezone.net	H(b) Are all affiliates included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If 'No,' attach a list (see instructions)
K Type of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ►	L Year of Formation: 2001	M State of legal domicile: MO

## Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities	DEVELOPING, ESTABLISHING AND ADMINISTERING WORKFORCE TRAINING	
	2 Check this box ► <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.		
Revenue	3 Number of voting members of the governing body (Part VI, line 1a)	3	33
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	31
Expenses	5 Total number of employees (Part V, line 2a)	5	
	6 Total number of volunteers (estimate if necessary)	6	35
Net Assets or Fund Balances	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	
	b Net unrelated business taxable income from Form 990-T, line 34	7b	
RECEIVED FEB 24 2010 OPENED FEB 24 2010 RECORDED FEB 24 2010	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	2,841,172.	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	3,277,464.	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		
	12 Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,277,464.	2,841,172.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,273,051.	2,289,007.
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	233,467.	248,246.
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
	b Total fundraising expenses (Part IX, column (D), line 25) ► 0.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	587,318.	647,900.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,093,836.	3,185,153.
	19 Revenue less expenses. Subtract line 18 from line 12	183,628.	-343,981.
	20 Total assets (Part X, line 16)	Beginning of Year	End of Year
	21 Total liabilities (Part X, line 26)	444,481.	302,059.
	22 Net assets or fund balances. Subtract line 21 from line 20	241,737.	585,544.
		202,744.	-283,485.

## Part II Signature Block

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.		
		Date	X 2/16/2010
► JASEN JONES	Type or print name and title.		

Paid Preparer's Use Only	Preparer's signature ► 	Date	Check if self-employed ► <input type="checkbox"/>	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed, address, and ZIP + 4) ► TAYLOR & ASSOCIATES, CPA'S, PC PO BOX 150 NEOSHO MO 64850	02/15/10		EIN ► 43-1806426 Phone no ► (417) 451-3036

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No

BAA-For-Privacy-Act-and-Paperwork Reduction-Act-Notice, see the separate instructions.

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**Part III Statement of Program Service Accomplishments (see instructions)**

- 1 Briefly describe the organization's mission:

DEVELOPING, ESTABLISHING AND  
ADMINISTERING WORKFORCE TRAINING

- 2 Did the organization undertake any significant program services during the year which were not listed on the prior

Form 990 or 990-EZ?

Yes  No

If 'Yes,' describe these new services on Schedule O.

- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes  No

If 'Yes,' describe these changes on Schedule O.

- 4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code. \_\_\_\_\_) (Expenses \$ 3,185,153. including grants of \$ 2,841,172. ) (Revenue \$ 0. )

PROVIDING A SEVEN COUNTY AREA WITH ASSISTANCE AND ACCESS  
TO TRAINING AIDS AND OTHER SERVICES TO THE GENERAL PUBLIC  
WHO ARE ACTIVELY PURSUING EMPLOYMENT

4b (Code. \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

4c (Code. \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

4d Other program services (Describe in Schedule O.)

(Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

4e Total program service expenses ► \$ 3,185,153. (Must equal Part IX, Line 25, column (B))

**Part IV Checklist of Required Schedules**

	<b>Yes</b>	<b>No</b>
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I	3 X	
4 <b>Section 501(c)(3) organizations</b> Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II	4 X	
5 <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If 'Yes,' complete Schedule C, Part III	5	
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I	6 X	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If 'Yes,' complete Schedule D, Part II	7 X	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III	8 X	
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV	9 X	
10 Did the organization hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10 X	
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If 'Yes,' complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11 X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII	12 X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13 X	
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	14a X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If 'Yes,' complete Schedule F, Part I	14b X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Part II	15 X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If 'Yes,' complete Schedule F, Part III	16 X	
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If 'Yes,' complete Schedule G, Part I	17 X	
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II	18 X	
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III	19 X	
20 Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H	20 X	
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II	21 X	
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III	22 X	
23 Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5? If 'Yes,' complete Schedule J	23 X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, and that was issued after December 31, 2002? If 'Yes,' answer questions 24b-24d and complete Schedule K. If 'No,' go to question 25	24a X	
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d	
25a <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	25a X	
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If 'Yes,' complete Schedule L, Part I	25b X	
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If 'Yes,' complete Schedule L, Part II	26 X	
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If 'Yes,' complete Schedule L, Part III	27 X	

**Part IV Checklist of Required Schedules (continued)**

	<b>Yes</b>	<b>No</b>
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If 'Yes,' complete Schedule L, Part IV	28a X	
b Have a family member who had a direct or indirect business relationship with the organization? If 'Yes,' complete Schedule L, Part IV	28b X	
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If 'Yes,' complete Schedule L, Part IV	28c X	
29 Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M	29 X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M	30 X	
31 Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31 X	
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32 X	
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Schedule R, Part I	33 X	
34 Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1	34 X	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2	35 X	
36 <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2	36 X	
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI	37 X	

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Form 990 (2008)

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

		Yes	No
<b>1a</b> Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	<b>1a</b>	0	
<b>b</b> Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	<b>1b</b>	0	
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		<b>1c</b>	X
<b>2a</b> Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	<b>2a</b>		
<b>2b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)			
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		<b>3a</b>	X
<b>b</b> If 'Yes' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O		<b>3b</b>	
<b>4a</b> At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		<b>4a</b>	X
<b>b</b> If 'Yes,' enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		<b>5a</b>	X
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		<b>5b</b>	X
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		<b>5c</b>	
<b>c</b> If 'Yes,' to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		<b>6a</b>	X
<b>6a</b> Did the organization solicit any contributions that were not tax deductible?		<b>6b</b>	
<b>b</b> If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?		<b>7a</b>	X
<b>7</b> Organizations that may receive deductible contributions under section 170(c).		<b>7b</b>	
<b>a</b> Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		<b>7c</b>	X
<b>b</b> If 'Yes,' did the organization notify the donor of the value of the goods or services provided?		<b>7d</b>	
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		<b>7e</b>	X
<b>d</b> If 'Yes,' indicate the number of Forms 8282 filed during the year		<b>7f</b>	X
<b>e</b> Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		<b>7g</b>	
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		<b>7h</b>	
<b>g</b> For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		<b>8</b>	X
<b>h</b> For all contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		<b>9a</b>	X
<b>8</b> Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		<b>9b</b>	X
<b>9</b> Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.			
<b>a</b> Did the organization make any taxable distributions under section 4966?		<b>10a</b>	
<b>b</b> Did the organization make any distribution to a donor, donor advisor, or related person?		<b>10b</b>	
<b>10</b> Section 501(c)(7) organizations. Enter:			
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12		<b>11a</b>	
<b>b</b> Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		<b>11b</b>	
<b>11</b> Section 501(c)(12) organizations. Enter:			
<b>a</b> Gross income from other members or shareholders		<b>12a</b>	
<b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		<b>12b</b>	
<b>12a</b> Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			
<b>b</b> If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year			

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Form 990 (2008)

**Part VI Governance, Management and Disclosure** (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

**Section A. Governing Body and Management**

		Yes	No
<i>For each 'Yes' response to lines 2-7b below, and for a 'No' response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See Instructions</i>			
1a	Enter the number of voting members of the governing body .. . . . .	1a	33
b	Enter the number of voting members that are independent .. . . . .	1b	31
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee? .. . . . .	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .. . . . .	3	X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? .. . . . .	4	X
5	Did the organization become aware during the year of a material diversion of the organization's assets? .. . . . .	5	X
6	Does the organization have members or stockholders? .. . . . .	6	X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? .. . . . .	7a	X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? .. . . . .	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following. .. . . . .	8a	X
a	The governing body? .. . . . .	8b	X
b	Each committee with authority to act on behalf of the governing body? .. . . . .	9a	X
9a	Does the organization have local chapters, branches, or affiliates? .. . . . .	9b	
b	If 'Yes,' does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? .. . . . .	10	X
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990 .. . . . .	11	X
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If 'Yes,' provide the names and addresses in Schedule O .. . . . .		

**Section B. Policies**

		Yes	No
12a	Does the organization have a written conflict of interest policy? If 'No,' go to line 13 .. . . . .	12a	X
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .. . . . .	12b	X
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done .. . . . .	12c	X
13	Does the organization have a written whistleblower policy? .. . . . .	13	X
14	Does the organization have a written document retention and destruction policy? .. . . . .	14	X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision: .. . . . .	15a	X
a	The organization's CEO, Executive Director, or top management official? .. . . . .	15b	X
b	Other officers of key employees of the organization? .. . . . .	16a	X
Describe the process in Schedule O (see instructions)		16b	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? .. . . . .		
b	If 'Yes,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? .. . . . .		

**Section C. Disclosures**

- 17 List the states with which a copy of this Form 990 is required to be filed ►
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
 

Own website     Another's website     Upon request
- 19 Describe in Schedule O whether (and if so, how) the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization:

► JASEN JONES, ADMINISTRATIVE DIRECT 105 N RANGELINE, P O BOX 1706 JOPLIN, MO 64802 (417) 206-1717

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**
**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) or more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers, key employees; highest compensated employees; and former such persons.

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Or Director or Trustee of Institutional Trustee	Insti- tutional Trustee	Officer	Key Employee	Highest Compensated Employee	Former			
GARY LITTLE										
CHAIRMAN	4.00	X		X				0.	0.	0.
Jasen Jones										
Secretary	40.00			X	X	X		68,000.	0.	0.
SUSAN ADAMS										
DIRECTOR	4.00	X						0.	0.	0.
CARY BEASLEY										
DIRECTOR	4.00	X						0.	0.	0.
JERRY BLACK										
DIRECTOR	4.00	X						0.	0.	0.
SHELLA BOICE										
DIRECTOR	4.00	X						0.	0.	0.
JILL BRENNON										
DIRECTOR	4.00	X						0.	0.	0.
KARLA BUNCH										
DIRECTOR	4.00	X						0.	0.	0.
ADOLFO CASTILLO										
DIRECTOR	4.00	X						0.	0.	0.
SHIRLEY CLICK										
DIRECTOR	4.00	X						0.	0.	0.
ANITA FRANSON										
DIRECTOR	4.00	X						0.	0.	0.
CATHLEEN GARRISON										
DIRECTOR	4.00	X						0.	0.	0.
JOHN CLAYBROOK										
DIRECTOR	4.00	X						0.	0.	0.
BEV KELSY										
DIRECTOR	4.00	X						0.	0.	0.
COLLEEN KENDRICK										
DIRECTOR	4.00	X						0.	0.	0.
JIM MCCALL										
DIRECTOR	4.00	X						0.	0.	0.
JOE CRAIGMILE										
DIRECTOR	4.00	X						0.	0.	0.

**Part VII | Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (cont.)**

(A) Name and Title	(B) Average hours per week	(c)				(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee Highest compensated			
JOHN SEWARD, JR. DIRECTOR	4.00	X				0.	0.	0.
TONY SIMMONS DIRECTOR	4.00	X				0.	0.	0.
JANE SLIGAR DIRECTOR	4.00	X				0.	0.	0.
RHONDA STAFFORD DIRECTOR	4.00	X				0.	0.	0.
TEDDY STEEN DIRECTOR	4.00	X				0.	0.	0.
BARBIE TOMLINSON DIRECTOR	4.00	X				0.	0.	0.
RAY TUBAUGH TREASURER	4.00	X	X			0.	0.	0.
MARSHA WALLACE VICE-CHAIR	4.00	X	X			0.	0.	0.
TYLER WHITE DIRECTOR	4.00	X				0.	0.	0.
TRAVIS CRESSWELL DIRECTOR	4.00	X				0.	0.	0.
EUGENE DILBECK DIRECTOR	4.00	X				0.	0.	0.
CLAUDE HOWARD DIRECTOR	4.00	X				0.	0.	0.
C J HUFF DIRECTOR	4.00	X				0.	0.	0.
<b>1b Total</b>						<b>68,000.</b>	<b>0.</b>	<b>0.</b>

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ► 0

Yes	No
3	X
4	X
5	X

- 3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes' complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If 'Yes,' complete Schedule J for such person

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

(A) Name and business address	(B) Description of Services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization ►

**Part VIII Statement of Revenue**

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1a Federated campaigns .....	1a				
	b Membership dues .....	1b				
	c Fundraising events .....	1c				
	d Related organizations .....	1d				
	e Government grants (contributions) .....	1e	2,836,381.			
	f All other contributions, gifts, grants, and similar amounts not included above .....	1f	4,791.			
	g Noncash contribs included in lns 1a-1f: \$ .....					
	<b>h Total. Add lines 1a-1f .....</b>		<b>2,841,172.</b>			
PROGRAM SERVICE REVENUE	2a .....	Business Code				
	b .....					
	c .....					
	d .....					
	e .....					
	f All other program service revenue .....					
	<b>g Total. Add lines 2a-2f .....</b>					
	3 Investment income (including dividends, interest and other similar amounts) .....					
4 Income from investment of tax-exempt bond proceeds .....						
5 Royalties .....						
6a Gross Rents .....	(i) Real	(ii) Personal				
b Less: rental expenses .....						
c Rental income or (loss) .....						
<b>d Net rental income or (loss) .....</b>						
7a Gross amount from sales of assets other than inventory .....	(i) Securities	(ii) Other				
b Less: cost or other basis and sales expenses .....						
c Gain or (loss) .....						
<b>d Net gain or (loss) .....</b>						
8a Gross income from fundraising events (not including \$ .....						
of contributions reported on line 1c). See Part IV, line 18 .....	a					
b Less: direct expenses .....	b					
<b>c Net income or (loss) from fundraising events .....</b>						
9a Gross income from gaming activities See Part IV, line 19 .....	a					
b Less: direct expenses .....	b					
<b>c Net income or (loss) from gaming activities .....</b>						
10a Gross sales of inventory, less returns and allowances .....	a					
b Less cost of goods sold .....	b					
<b>c Net income or (loss) from sales of inventory .....</b>						
Miscellaneous Revenue	Business Code					
11a .....						
b .....						
c .....						
d All other revenue .....						
<b>e Total. Add lines 11a-11d .....</b>						
<b>12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e .....</b>		<b>2,841,172.</b>				

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21 .. . . .	2,289,007.	2,289,007.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22 .. . .				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 .. . .				
4 Benefits paid to or for members .. . . .				
5 Compensation of current officers, directors, trustees, and key employees .. . . .	68,000.	68,000.	0.	0.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .. . .				
7 Other salaries and wages .. . . .	157,370.	157,370.	0.	0.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) .. . . .				
9 Other employee benefits .. . . .				
10 Payroll taxes .. . . .	22,876.	22,876.	0.	0.
11 Fees for services (non-employees) .. . . .				
a Management .. . . .				
b Legal .. . . .				
c Accounting .. . . .	23,957.	23,957.	0.	0.
d Lobbying .. . . .				
e Prof fundraising svcs See Part IV, ln 17 .. . .				
f Investment management fees .. . . .				
g Other .. . . .	80,827.	80,827.	0.	0.
12 Advertising and promotion .. . . .				
13 Office expenses .. . . .	92,631.	92,631.	0.	0.
14 Information technology .. . . .	42,106.	42,106.	0.	0.
15 Royalties .. . . .				
16 Occupancy .. . . .	17,894.	17,894.	0.	0.
17 Travel .. . . .	52,949.	52,949.	0.	0.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .. . . .				
19 Conferences, conventions, and meetings .. . . .	24,125.	24,125.	0.	0.
20 Interest .. . . .				
21 Payments to affiliates .. . . .				
22 Depreciation, depletion, and amortization .. . . .				
23 Insurance .. . . .	17,926.	17,926.	0.	0.
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled <u>miscellaneous</u> may not exceed 5% of total expenses shown on line 25 below.) .. . . .				
a ADVERTISING .. . . .	2,550.	2,550.	0.	0.
b BUSINESS SERVICES .. . . .	39,372.	39,372.	0.	0.
c MEMBERSHIP DUES .. . . .	1,727.	1,727.	0.	0.
d MISCELLANEOUS .. . . .	3,010.	3,010.	0.	0.
e DIRECT CHARGES .. . . .	132,041.	132,041.	0.	0.
f All other expenses .. . . .	116,785.	116,785.	0.	0.
25 Total functional expenses. Add lines 1 through 24f	3,185,153.	3,185,153.	0.	0.
26 Joint Costs. Check here ► <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

## Part X | Balance Sheet

		(A) Beginning of year		(B) End of year
<b>ASSETS</b>	1 Cash – non-interest-bearing .....	263,074.	1	17,163.
	2 Savings and temporary cash investments .....		2	
	3 Pledges and grants receivable, net .....		3	
	4 Accounts receivable, net .....		4	
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L .....		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L .....		6	
	7 Notes and loans receivable, net .....		7	
	8 Inventories for sale or use .....		8	
	9 Prepaid expenses and deferred charges .....	59,984.	9	56,709.
	10a Land, buildings, and equipment, cost basis .....	10a		
	b Less: accumulated depreciation. Complete Part VI of Schedule D .....	10b		10c
	11 Investments – publicly-traded securities .....		11	
	12 Investments – other securities. See Part IV, line 11 .....		12	
	13 Investments – program-related. See Part IV, line 11 .....		13	
	14 Intangible assets .....		14	
<b>LIABILITIES</b>	15 Other assets. See Part IV, line 11 .....	121,423.	15	228,187.
	16 Total assets Add lines 1 through 15 (must equal line 34) .....	444,481.	16	302,059.
	17 Accounts payable and accrued expenses .....	140,101.	17	363,723.
	18 Grants payable .....	14,070.	18	
	19 Deferred revenue .....	64,045.	19	142,187.
	20 Tax-exempt bond liabilities .....		20	
<b>NET ASSETS OR FUND BALANCES</b>	21 Escrow account liability. Complete Part IV of Schedule D .....		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L .....		22	
	23 Secured mortgages and notes payable to unrelated third parties .....		23	
	24 Unsecured notes and loans payable .....		24	
	25 Other liabilities. Complete Part X of Schedule D .....	23,521.	25	79,634.
	26 Total liabilities. Add lines 17 through 25 .....	241,737.	26	585,544.
Organizations that follow SFAS 117, check here ► <input checked="" type="checkbox"/> and complete lines 27 through 29 and lines 33 and 34.				
27 Unrestricted net assets .....				
28 Temporarily restricted net assets .....				
29 Permanently restricted net assets .....				
Organizations that do not follow SFAS 117, check here ► <input type="checkbox"/> and complete lines 30 through 34.				
30 Capital stock or trust principal, or current funds .....				
31 Paid-in or capital surplus, or land, building, and equipment fund .....				
32 Retained earnings, endowment, accumulated income, or other funds .....				
33 Total net assets or fund balances .....				
34 Total liabilities and net assets/fund balances .....				

## Part XI | Financial Statements and Reporting

		Yes	No
1 Accounting method used to prepare the Form 990	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	X
b Were the organization's financial statements audited by an independent accountant?		2b	X
c If 'Yes' to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?		2c	X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		3a	X
b If 'Yes,' did the organization undergo the required audit or audits?		3b	X

BAA

Form 990 (2008)

**SCHEDULE A**  
(Form 990 or 990-EZ)

OMB No. 1545-0047

**Public Charity Status and Public Support**

**2008**

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

Open to Public  
Inspection

Department of the Treasury  
Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Name of the organization

WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.

Employer identification number

43-1925015

**Part I Reason for Public Charity Status** (All organizations must complete this part.) (see instructions)

The organization is not a private foundation because it is: (Please check only one organization)

- 1  A church, convention of churches or association of churches described in section 170(b)(1)(A)(i).
- 2  A school described in section 170(b)(1)(A)(ii). (Attach Schedule E )
- 3  A hospital or cooperative hospital service organization described in section 170(b)(1)(A)(iii). (Attach Schedule H )
- 4  A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii) Enter the hospital's name, city, and state.
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II )
- 6  A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8  A community trust described in section 170(b)(1)(A)(vi). (Complete Part II )
- 9  An organization that normally receives: (1) more than 33-1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions – subject to certain exceptions, and (2) no more than 33-1/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 10  An organization organized and operated exclusively to test for public safety See section 509(a)(4). (see instructions)
- 11  An organization organized and operated exclusively for the benefit of, to perform the functions of, or carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h
 

a  Type I      b  Type II      c  Type III – Functionally integrated      d  Type III– Other
- e  By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that is a Type I, Type II or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

	Yes	No
11g (i)		
11g (ii)		
11g (iii)		

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U.S.?		(vii) Amount of Support
			Yes	No	Yes	No	Yes	No	
Total									

BAA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule A (Form 990 or 990-EZ) 2008

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received. (Do not include 'unusual grants.')	2,566,902.	2,684,408.	2,659,455.	3,277,464.	2,841,172.	14,029,401.
2 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf						
3 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge						
4 Total. Add lines 1-3 . . . . .	2,566,902.	2,684,408.	2,659,455.	3,277,464.	2,841,172.	14,029,401.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4 . . . . .						14,029,401.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4 . . . . .	2,566,902.	2,684,408.	2,659,455.	3,277,464.	2,841,172.	14,029,401.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources . . . . .						
9 Net income form unrelated business activities, whether or not the business is regularly carried on . . . . .						
10 Other income. Do not include gain or loss form the sale of capital assets (Explain in Part IV.) . . . . .						
11 Total support. Add lines 7 through 10 . . . . .						14,029,401.
12 Gross receipts from related activities, etc. (see instructions) . . . . .						12
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here . . . . .						► <input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)) . . . . .	14	100.00 %
15 Public support percentage for 2007 Schedule A, Part IV-A, line 26f . . . . .	15	100.00 %
16a 33-1/3 support test – 2008. If the organization did not check the box on line 13, and the line 14 is 33-1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization. . . . .		► <input checked="" type="checkbox"/>
b 33-1/3 support test – 2007. If the organization did not check a box on line 13, or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization. . . . .		► <input type="checkbox"/>
17a 10%-facts-and-circumstances test – 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization. . . . .		► <input type="checkbox"/>
b 10%-facts-and-circumstances test – 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization. . . . .		► <input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . .		► <input type="checkbox"/>

BAA

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 9 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal yr beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received. (Do not include "unusual grants") . . . . .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in a activity that is related to the organization's tax-exempt purpose . . . . .						
3 Gross receipts from activities that are not an unrelated trade or business under section 513 . . . . .						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge . . . . .						
<b>6 Total.</b> Add lines 1-5 . . . . .						
<b>7a</b> Amounts included on lines 1, 2, 3 received from disqualified persons . . . . .						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000 . . . . .						
<b>c</b> Add lines 7a and 7b . . . . .						
<b>8 Public support</b> (Subtract line 7c from line 6) . . . . .						

**Section B. Total Support**

Calendar year (or fiscal yr beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>9</b> Amounts from line 6 . . . . .						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources . . . . .						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 . . . . .						
<b>c</b> Add lines 10a and 10b . . . . .						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on . . . . .						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) . . . . .						
<b>13 Total support.</b> (Add Ins 9, 10c, 11, and 12) . . . . .						
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here . . . . . ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f)) . . . . .	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g . . . . .	16	%

**Section D. Computation of Investment Income Percentage**

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f)) . . . . .	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h . . . . .	18	%
<b>19a 33-1/3 support tests – 2008.</b> If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>b 33-1/3 support tests – 2007.</b> If the organization did not check a box on line 14 or 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>20 Private foundation.</b> If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . . . ▶ <input type="checkbox"/>		

**SCHEDULE D**  
**(Form 990)**

OMB No 1545-0047

**2008**Open to Public  
InspectionDepartment of the Treasury  
Internal Revenue Service  
Name of the organization**Supplemental Financial Statements**Attach to Form 990. To be completed by organizations that  
answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11, or 12.

Employer identification number

WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.

43-1925015

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts** Complete if  
the organization answered 'Yes' to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .. . . .		
2 Aggregate contributions to (during year) ..		
3 Aggregate grants from (during year) .. .		
4 Aggregate value at end of year .. . .		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .. . .	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?? .. . .	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Part II Conservation Easements** Complete if the organization answered 'Yes' to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).	
<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a Total number of conservation easements .. . . .	<b>Held at the End of the Year</b>
2a	
b Total acreage restricted by conservation easements .. . .	2b
c Number of conservation easements on a certified historic structure included in (a) .. . .	2c
d Number of conservation easements included in (c) acquired after 8/17/06 .. . .	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____	
4 Number of states where property subject to conservation easement is located ▶ _____	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? .. . .	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____	
7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$ _____	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? .. . .	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets**  
Complete if the organization answered 'Yes' to Form 990, Part IV, line 8.

1 a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i) Revenues included in Form 990, Part VIII, line 1 .. . . .	.. ▶ \$ _____
(ii) Assets included in Form 990, Part X .. . . . .	.. ▶ \$ _____
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items.	
a Revenues included in Form 990, Part VIII, line 1 .. . . .	.. ▶ \$ _____
b Assets included in Form 990, Part X .. . . . .	.. ▶ \$ _____

**Part III | Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)**

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a  Public exhibition
- b  Scholarly research
- c  Preservation for future generations

- d  Loan or exchange programs
- e  Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV | Trust, Escrow and Custodial Arrangements** Complete if organization answered 'Yes' to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

b If 'Yes,' explain the arrangement in Part XIV and complete the following table:

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21?  Yes  No

b If 'Yes,' explain the arrangement in Part XIV.

**Part V | Endowment Funds** Complete if organization answered 'Yes' to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as:

a Board designated or quasi-endowment > \_\_\_\_\_ %

b Permanent endowment > \_\_\_\_\_ %

c Term endowment > \_\_\_\_\_ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) unrelated organizations

(ii) related organizations

b If 'Yes' to 3a(ii), are the related organizations listed as required on Schedule R?

Yes	No
3a(i)	
3a(ii)	
3b	

4 Describe in Part XIV the intended uses of the organization's endowment funds.

**Part VI | Investments—Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book Value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c))

BAA

Schedule D (Form 990) 2008

**Part VII Investments—Other Securities** See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
<b>Total.</b> (Column (b) should equal Form 990 Part X, col. (B) line 12)		

Total. (Column (b) should equal Form 990 Part X, col. (B) line 12)

**Part VIII Investments—Program Related (See Form 990, Part X, line 13)**

**Total. Column (b) should equal Form 990, Part X, Col (B) line 13 )**

**Part IX Other Assets (See Form 990, Part X, line 15)**

**Total. Column (b) Total (should equal Form 990, Part X, col (B), line 15)**

228, 187.

**Part X Other Liabilities (See Form 990, Part X, line 25)**

(a) Description of Liability	(b) Amount
Federal Income Taxes	
CUSTODIAL FUNDS - HEALTH CARE	8,862.
DUE TO MO DWD	56,613.
CUSTODIAL FUNDS - TEAM	14,159.
Total. Column (b) Total (should equal Form 990, Part X, col. (B) line 25)	► 79,634.

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

**Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements**

1 Total revenue (Form 990, Part VIII, column (A), line 12) .....		2,841,172.
2 Total expenses (Form 990, Part IX, column (A), line 25) .....		3,185,153.
3 Excess or (deficit) for the year Subtract line 2 from line 1 .....		-343,981.
4 Net unrealized gains (losses) on investments .....		
5 Donated services and use of facilities .....		
6 Investment expenses .....		
7 Prior period adjustments .....		
8 Other (Describe in Part XIV) .....		
9 Total adjustments (net). Add lines 4-8 .....		
10 Excess or (deficit) for the year per financial statements Combine lines 3 and 9 .....		-343,981.

#### **Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

1	Total revenue, gains, and other support per audited financial statements	1	2,841,172.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	2,841,172.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	2,841,172.

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

1	Total expenses and losses per audited financial statements .. . . . .	1	3,185,153.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities .. . . . .	2a	
b	Prior year adjustments .. . . . .	2b	
c	Losses reported on Form 990, Part IX, line 25 .. . . . .	2c	
d	Other (Describe in Part XIV) .. . . . .	2d	
e	Add lines 2a through 2d .. . . . .	2e	
3	Subtract line 2e from line 1 .. . . . .	3	3,185,153.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investments expenses not included on Form 990, Part VIII, line 7b .. .	4a	
b	Other (Describe in Part XIV) .. . . . .	4b	
c	Add lines 4a and 4b .. . . . .	4c	
5	Total expenses Add lines 3 and 4c (This should equal Form 990, Part I, line 18.) .. . . . .	5	3,185,153.

**Part XIV** | **Supplemental Information**

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b, Part V, line 4; Part X, Part XI, line 8; Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

**SCHEDULE I**  
(Form 990)

OMB No 1545-0047

OMB No 1545-0047

2008

Open to Public  
Inspection

### Name of the organization

Department of the Treasury  
Internal Revenue Service

## **Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.**

- Complete if the organization answered 'Yes,' on Form 990, Part IV, lines 21 or 22.  
► Attach to Form 990.

- Yes  No

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

**Part III Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed

IMMEDIATE COMMUNITIES					(h) Purpose of grant or assistance	
1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance

SUBCONTRACTOR

THE JOURNAL OF CLIMATE

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ANSWER SHEET FOR THE 1990 CENSUS OF POPULATION

—

Table 1. Summary of the results of the simulation study.

ANSWER SHEET FOR THE 1998 EDITION OF THE PRACTICAL EXAMINATION IN MEDICAL RECORDS

THE JOURNAL OF CLIMATE

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- 2** Enter total number of section 501(c)(3) and government organizations  
**3** Enter total number of other organizations

**Part IV** **Supplemental Information** Complete this part to provide the information required in Part I line 2 and any other additional information

Pt. I Line 2 THERE ARE SIGNED CONTRACTS AND RECONCILED REPORTS DOCUMENTS BETWEEN THE  
Pt. I Line 2 ORGANIZATION, SUBCONTRACTORS AND STATE AGENCIES.

**SCHEDULE J**  
**(Form 990)**
**Compensation Information**  
**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

OMB No 1545-0047

**2008**Department of the Treasury  
Internal Revenue Service

Attach to Form 990. To be completed by organizations that answered 'Yes' to Form 990, Part IV, line 23.

Open to Public Inspection

Name of the organization

WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.

Employer identification number

43-1925015

**Part I Questions Regarding Compensation**

- 1 a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- First-class or charter travel  
 Travel for companions  
 Tax indemnification and gross-up payments  
 Discretionary spending account

- Housing allowance or residence for personal use  
 Payments for business use of personal residence  
 Health or social club dues or initiation fees  
 Personal services (e.g., maid, chauffeur, chef)

**Yes****No**

- b** If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If 'No,' complete Part III to explain

- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

- 3** Indicate which, if any, of the following organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply

- Compensation committee  
 Independent compensation consultant  
 Form 990 of other organizations

- Written employment contract  
 Compensation survey or study  
 Approval by the board or compensation committee

**1 b****2**

- 4** During the year, did any person listed in Form 990, Part VII, Section A, line 1a,

**a** Receive a severance payment or change of control payment?

**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?

**c** Participate in, or receive payment from, an equity-based compensation arrangement?

If 'Yes' to any of 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**4a** X**4b** X**4c** X**Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.**

- 5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

**a** The organization?

**b** Any related organization?

If 'Yes' to line 5a or 5b, describe in Part III.

**5a** X**5b** X

- 6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

**a** The organization?

**b** Any related organization?

If 'Yes' to line 6a or 6b, describe in Part III.

**6a** X**6b** X

- 7** For person listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If 'Yes,' describe in Part III

**7** X

- 8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If 'Yes,' describe in Part III

**8** X

BAA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2008

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

**Note.** The sum of columns (B)(i)-(ii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a.

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base compensation	(ii) Bonus and incentive compensation	(iii) Other compensation				
JASEN JONES	\$ 68,000.00	0.00	0.00	0.00	0.00	\$ 68,000.00	\$ 64,475.00
(i)							
(ii)							
(iii)							
(iv)							
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Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

990, PART VII, SECTION A, LINE 1A - BEV KELSY IS A DIRECTOR OF THE ORGANIZATION AND EMPLOYED BY THE SUBCONTRACTOR WHO ADMINISTERS THE PROGRAMS OR THE ORGANIZATION

**SCHEDULE L**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

## **Transactions with Interested Persons**

- Attach to Form 990 or Form 990-EZ.
- To be completed by organizations that answered 'Yes' on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

OMB No 1545-0047

2008

**Open to Public  
Inspection**

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**Name of the organization**

**WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.**

**Employer identification number**

**Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only)**

To be completed by organizations that answered 'Yes' on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958 .....

▶ S

**3** Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . .

•  
S

**Part II      Loans to and/or From Interested Persons.**

To be completed by organizations that answered 'Yes' on Form 990, Part IV, line 26 or Form 990-EZ, Part V, line 38a.

**Total**

10

**Part III Grants or Assistance Benefiting Interested Persons.**

To be completed by organizations that answered 'Yes' on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of grant or type of assistance

## **Part IV Business Transactions Involving Interested Persons.**

To be completed by organizations that answered 'Yes' on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction \$	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
BEV KEL SAY	DIRECTOR	2,289,007.	SUBCONTRACTOR CONTRACTS		X
RAY TUBAUGH	DIRECTOR	0.	ORGANIZATIONS BANK ACCOUNTS		X
CLAUDE HOWARD	DIRECTOR	0.	TRAINING ORGANIZATION		X
CARY BEASLEY	DIRECTOR	0.	CHAMBER OF COMMERCE		X
SHIRLEY CLICK	DIRECTOR	0.	STATE AGENCY EMPLOYEE		X

**BAA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.**

Schedule L (Form 990 or 990-EZ) 2008

**SCHEDULE O**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Information to Form 990**

OMB No 1545-0047

**2008**Open to Public  
Inspection

- Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

Name of the organization

WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.

Employer identification number

43-1925015

Pt VI-B, Line 12c MONITORED THROUGH BOARD MEETING PROCESS ON CONFLICTS FOR ABSTENTIONS.

Pt VI-C, Line 19 ALL ARE AVAILABLE UPON REQUEST

Pt VI-B, Line 15 THIS ORGANIZATION IS ONE OF SEVERAL IN THE STATE ESTABLISHED THE SAME WAY. THERE ARE GUIDELINES AND COMPARABLES TO USE.

Pt VI-A, Line 2 THE BOARD HAS 33 MEMBERS FROM BOTH THE PRIVATE AND PUBLIC SECTOR. FAMILY AND BUSINESS RELATIONSHIPS ARE BOUND TO HAPPEN.

Pt VI-A, Line 5 AN EMPLOYEE WAS TERMINATED FOR ALLEGED THEFT OF ORGANIZATION ASSETS.

Pt V, Line 3b ALL MONIES ARE RECEIVED FROM GRANTS FOR EXEMPT PURPOSE.

Pt VI-A, Line 1a 33 BOARD MEMBERS FROM PUBLIC AND PRIVATE SECTOR

Pt VI-A, Line 10 FORM 990 IS PRESENTED TO FINANCE COMMITTEE FOR REVIEW BEFORE BEING SENT.

**Supporting Statement of:**

Form 990 p 9/Government Grants

Description	Amount
STATE OF MISSOURI - WIA	2,785,944.
DOL/ETA	50,437.
Total	<u>2,836,381.</u>

**Supporting Statement of:**

Form 990 p 10/Line 1 col (B)

Description	Amount
AO	2,065,359.
WIB DIRECT	
WIB - SUSPENSE	223,648.
Total	<u>2,289,007.</u>

**Supporting Statement of:**

Form 990 p 10/Line 7 col (B)

Description	Amount
RAPID RESPONSE	41,862.
SYSTEM SUPPORT	115,508.
Total	<u>157,370.</u>

**Supporting Statement of:**

Form 990 p 10/Line 13 col (B)

Description	Amount
SUPPLIES	31,575.
TELEPHONE	28,132.
POSTAGE & SHIPPING	6,573.
EQUIPMENT RENTAL	3,343.
PRINTING & COPYING	23,008.
Total	<u>92,631.</u>

**Supporting Statement of:**

Form 990 p 10/Line 14 col (B)

Description	Amount
COMPUTER SOFTWARE	42,106.
Total	<u>42,106.</u>

**Supporting Statement of:**

Form 990 p 10/Line 16 col (B)

Description	Amount
OCCUPANCY EXPENSE	2,129.
RENT, ETC	15,765.
Total	<u>17,894.</u>

**Supporting Statement of:**

Form 990 p 10/Line 17 col (B)

Description	Amount
STAFF	51,928.
BOARD	1,021.
Total	<u>52,949.</u>

**Supporting Statement of:**

Form 990 p 10/Line 19 col (B)

Description	Amount
MEETING HOSPITALITY	3,326.
CONFERENCE & COVENTIONS	20,799.
Total	<u>24,125.</u>

**Supporting Statement of:**

Form 990 p 10/Line 23 col (B)

Description	Amount
WORKERS COMP	100.
	<u>5,931.</u>

Continued

**Supporting Statement of:**

Form 990 p 10/Line 23 col (B)

Description	Amount
	1,414.
<u>NON-EMPLOYEE</u>	<u>10,481.</u>
Total	<u>17,926.</u>

**Supporting Statement of:**

Form 990 p 10/Line 24f col (B) -5

Description	Amount
<u>BOOKS &amp; REFERENCE</u>	<u>9,359.</u>
Total	<u>9,359.</u>

**Supporting Statement of:**

Form 990 p 11/Line 9, column (B)

Description	Amount
<u>PREPAID EXPENSES</u>	<u>52,856.</u>
<u>PREPAID HEALTH INSURANCE</u>	<u>3,853.</u>
Total	<u>56,709.</u>

**Supporting Statement of:**

Form 990 p 11/Line 17, column (B)

Description	Amount
<u>ACCOUNTS PAYABLE</u>	<u>36,023.</u>
<u>DUE TO SUBCONTRACTOR</u>	<u>203,983.</u>
<u>UNREIMBURSED COSTS OF SUBCONTRACTOR</u>	<u>27,684.</u>
<u>PAYROLL TAXES PAYABLE</u>	<u>19,571.</u>
	<u>34,595.</u>
	<u>-175.</u>
	<u>4,884.</u>
<u>ACCRUED PAYROLL TAX PENALTIES &amp; INTEREST</u>	<u>37,158.</u>
Total	<u>363,723.</u>

**SCHEDULE J-2  
(Form 990)**

## **Continuation Sheet for Form 990**

OMB No 1545-0047

2008

**Department of the Treasury  
Internal Revenue Service**

**Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.**

Open to Public  
Inspection

**Name of the Organization**

**Employer Identification number**

WORKFORCE INVESTMENT BOARD OF THE SOUTHWEST REGION, INC.

43-1925015

**Part I Continuation: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**